



## YEARS OF ACADEMIES

Talent pools of top-level German football

# 10

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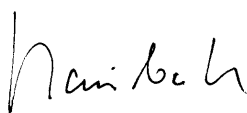
# DEAR READERS

It was a few months ago that the German national team, with its fresh, attacking and technically brilliant style of play thrilled football fans around the globe at the 2010 FIFA World Cup in South Africa. A young German team with an average age under 25, consisting exclusively of players from the Bundesliga, took the world by surprise under the guidance of national coach Joachim Löw, with beautiful and highly successful attacking football – and sent fans and pundits into raptures. Most lately this superior performance by our national team has shown that the measures decided upon by the League Association and the 36 professional clubs in Germany ten years ago were correct. For all clubs, the compulsory introduction of academies for young players in 2001 was the building block which laid the way to a successful future for German football. Today, ten years later, we can enjoy the fruits of the labour of those academies. And, of this I feel sure, there will be plenty more success to come.

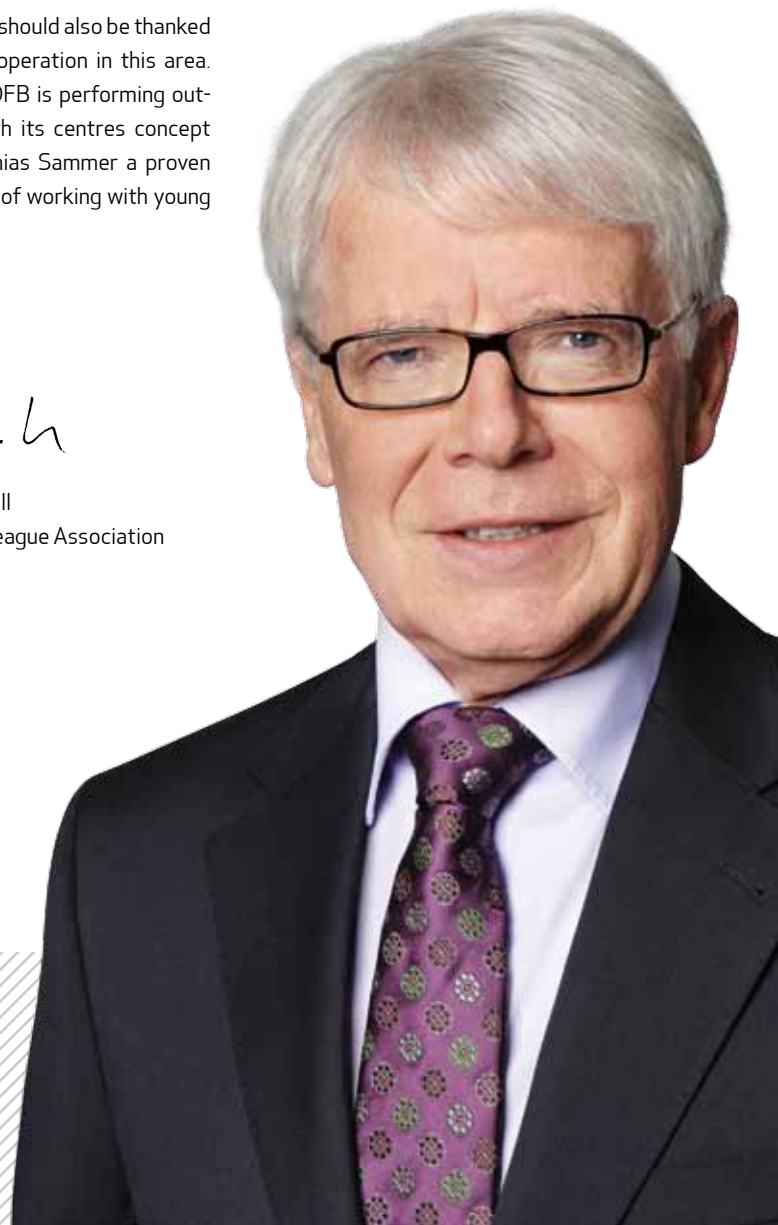
There have seldom been so many technically and tactically gifted talents playing in the Bundesliga. Bastian Schweinsteiger, Philipp Lahm and Manuel Neuer already belong in the category of world-class players. Young players such as Thomas Müller, Mario Götze, André Schürrle or the Bender twins, Sven and Lars, to name but a few from the Bundesliga, have the potential to reach a similar level. Not to mention Mesut Özil and Sami Khedira, currently causing a sensation in Madrid. The German youth policy is internationally recognised as the model to be aspired to, and has even been most recently cited by UEFA as the best in

Europe. The times in which we had to look appreciatively to France, Spain or the Netherlands have passed. The provisos laid down in the licensing from the sporting, medical and pedagogical fields, combined with a unique philosophy for every academy, guarantee an integral education of young players – and ensure that these youngsters also have a future outside of football.

We can therefore thank those clubs, not only that they have laid the infrastructural foundations but also because they emphasise the seriousness of player education by the selection of qualified management staff. The German Football Association (DFB) should also be thanked for its helpful co-operation in this area. In particular, the DFB is performing outstanding work with its centres concept and have in Matthias Sammer a proven expert in the field of working with young players.



Dr Reinhard Rauball  
President of the League Association



**“THE GERMAN YOUTH CONCEPT  
HAS BECOME INTERNATIONALLY  
RECOGNISED AS THE TEMPLATE  
TO BE EMULATED.”**

A full-page photograph of two Borussia Dortmund players in their iconic yellow kits celebrating on a green football pitch. The player in the foreground, seen from the back, has 'GÖTZE' and the number '11' on his jersey. The player in the background is facing forward with a wide, joyful expression. The background is a blurred stadium setting.

# “PERFECTLY TRAINED”

Football ‘Made in Germany’ has again become a mark of quality – Germany’s elite players are proving a national and international sensation, ten years after the founding of the academies.



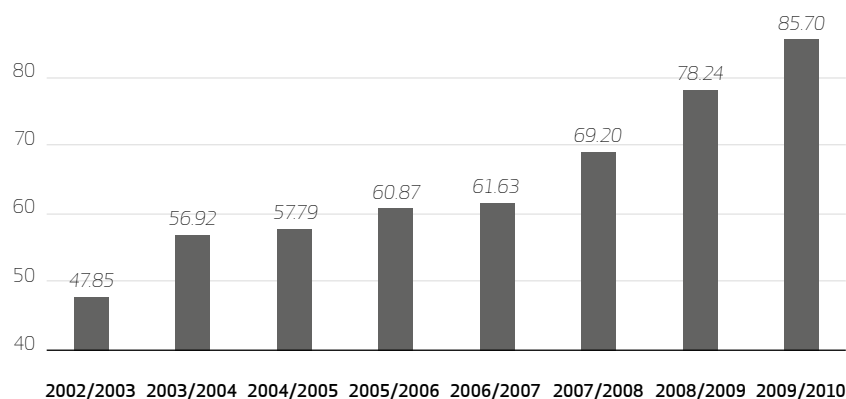
Thomas Müller, from the record title-winning team FC Bayern Munich was the top scorer at the 2010 World Cup in South Africa at the age of 20; national team goalkeeper Manuel Neuer, from Schalke 04, proves his world-class ability on a weekly basis and is being monitored by all of Europe's top clubs; and Mario Götze, at just 18, is being described as the latest 'talent of the century'. In the past decade the academies have developed into true pools of talent.

The list of top-class footballers, prepared for professional life in the 36 academies of the Bundesliga and Bundesliga 2 clubs, is constantly added to by newcomers such as the Bender twins, Sven and Lars, or by now seasoned world-class players such as Philipp Lahm or Bastian Schweinsteiger. Of a total of 525 players in the Bundesliga, 275 (52.4%) have been trained at the academies. On average, around 15 players in the squad of every club have been educated in one of the academies. 107 (20.4%) of all Bundesliga professionals today even play for a club at whose academy they were educated. These are termed 'local players'. "The figures attest to the fact that youth education in the Bundesliga is bearing fruit. In this way the foundations are laid whereby the fans can increasingly look forward to seeing academy-trained stars in the Bundesliga," says League President Dr Reinhard Rauball. Professional clubs in Germany have invested well in excess of half a billion euros in their youth systems since the 2001-02 season. A good investment which has propelled the whole of German football back into Europe's elite. The Bundesliga conquered the international stage by most recently winning back the third automatic Champions League place and is also hot on the heels of world and European champions Spain in UEFA's five-year ranking.

"A crucial reason for its most recent success is surely the outstanding work of the Bundesliga academies. The fact that they were compulsorily established shortly after the turn of the century

## Club investment into the academies

in € million



Total investment: approx. €520 million

cannot be praised enough. In this season alone €90 million has flowed from the League to the academies – investment which will prove worthwhile in the future,” emphasises Christian Seifert, Chief Executive of the German Football League (DFL).

Since 2001 the German academies have, at the very least, caught up with those of France and the Netherlands as models which set the best standard. Previously it was the Ajax Academy and the French Centre for Excellence at Clairefontaine which led the way by some distance. The rethink in Germany began with its disastrous performance at EURO 2000 in Belgium and the Netherlands, when the German team failed to qualify from the group stages with just one point and one goal. The programme to promote talent was launched, introducing compulsory youth academies for all professional clubs as one of the conditions for maintaining licensed status. Ten years later the German promotion of its youth and elite talent is recognized throughout Europe.

Thanks to the strong foundation provided by the academies, the proportion of German players in licensed football is

over 64%, the highest figure since the 1998-99 season.

Furthermore, the latest successes of the national team under coach Joachim Löw would, undoubtedly, not have been possible without the professional work of the coaches and support staff at the academies. The whole of German football is currently seeing the benefits, not only from superbly trained footballers but also in that youth players often attain an impressive level of maturity through

## Youth players

at the academies of the 36 professional clubs

2010/2011	Teams	Players
<b>U23</b>	35	710
<b>U19/18</b>	39	843
<b>U17</b>	35	721
<b>U16</b>	33	645
<b>U15</b>	35	687
<b>U14</b>	35	658
<b>U13</b>	35	613
<b>U12</b>	35	568
<b>Total</b>	<b>282</b>	<b>5.445</b>

residing at their clubs. “Without the work and support of the league the successes of the German national team would be inconceivable. Crucially, thanks to the academies, there are more and better educated players today than ever before. The German Football League is tapping this well of talent. The national team, therefore, has a real chance of winning titles again,” says Seifert.


To ensure that these gifted youngsters amount to something in the future, the Academies Committee, formed in 2001, is likewise working constantly on opportunities for improving and expanding the foundations for working with young talents. Under its Chairman Andreas Rettig, General Manager of FC Augsburg, the Committee will aim to ensure that the current positive results in the field of youth development do not stagnate. “We can’t let ourselves be blinded by the recent successes of young players in the Bundesliga and the national team. The ten-year anniversary of the Bundesliga academies should, on the contrary, be for all of us an occasion to think about how, in the ten years to come, we can still be setting the standard in youth and elite player development,” explains Rettig. The FC Augsburg General Manager is eager above all to extend further the co-operation of clubs with schools. At present it is being considered to provide schools with football instructors as a service.

When Wolfsburg captain Marcel Schäfer thinks back to his time at the 1860 München Academy, he is sometimes reminded of a tough school. “You tread a path which isn’t always easy. Being away from home at 15 years old, you definitely shed a few tears. At that age you certainly don’t admit it. You’re too proud for that,” says Schäfer. Today Schäfer has become a fully-fledged Bundesliga professional. Nevertheless, Rettig sees the need for further individual improvement regarding football and schools. Every coach at an academy

has taken up the cause of individual encouragement and intensive communication. The social behaviour learned at the academies has become, both at

national team level and at club level, an important precondition for team spirit and success. Moreover, young players enjoy a constantly improving education at the academies. A survey led by Dr Uwe Harttgen, former Bundesliga player at SV Werder Bremen and Hannover 96, and now director of the Werder Bremen Academy, shows that the proportion of high-school graduates at the academies is higher than the national average.

A further socially important aspect of the 36 academies is the fact that the Bundes-

liga is making significant contributions to the integration of foreigners and people with a migration background in Germany. Regardless of their origins, players at the academies are able to identify with German culture. Moreover, they are highly motivated to learn, display only minor deficiencies in linguistic proficiency and knowledge of the culture they live and associate more with their German contemporaries than the national average. Alongside the sporting and educational promotion of young players German professional football thus has made a refreshing contribution to integration in Germany as well. 



# 275

**FROM 525 PLAYERS  
CURRENTLY PLAYING  
IN THE BUNDESLIGA  
WERE EDUCATED AT AN  
ACADEMY.**

**"WITHOUT THE WORK AND SUPPORT OF THE LEAGUE THE SUCCESSES OF THE GERMAN NATIONAL TEAM WOULD BE INCONCEIVABLE."**



# "THE INVESTMENT WILL PAY OFF"

**Christian Seifert, Chief Executive Officer DFL, praises the work of the academies in the Bundesliga and Bundesliga 2 and predicts a rosy future for the German national team.**

**M**r Seifert, ten years ago the compulsory implementation of academies for all clubs was decided. How important was this decision from a present-day perspective?

**CHRISTIAN SEIFERT:** "This decision by the League Association and its 36 clubs and joint stock companies cannot be underestimated. All our grati-

tude goes to Gerhard Mayer-Vorfelder, who consistently encouraged these reforms as the Chairman of the League Committee at the time. The outstanding work of the academies is surely a crucial factor behind the recent international successes of the Bundesliga, but also the national team. Considering the clubs today one can immediately

see the effects of this decision in every squad."

*In what ways?*

"In the current season, 275 players of the 525 playing in the Bundesliga come from one of the 36 academies. This means that 52.4% of Bundesliga active players have been educated by

the Bundesliga or Bundesliga 2. On average there are 15 academy graduates in the squad of every club. After just ten years such a quota is surely no mean feat. That currently 107 (or 20.4%) of Bundesliga players are still active at the club where they were educated further shows how great the trust in the clubs' own young talent has become – and just how good these young players are.”

*At the same time the quota of foreign players in the Bundesliga has declined in recent years.*

“For a long time after the Bosman ruling the situation was such that more and more players from abroad were obliged to come to Germany and young German talent barely had a chance. This may have been due to a lack of confidence in our own young players, but also in their inadequate football skills. Through the academies this quality has increased enormously and, with this, the confidence of clubs in its own youth has grown. Today, young German players are technically and tactically well-educated. As a consequence, more and more German players are taking to the field of professional football. There are already 57 German players in the Bundesliga and the figure is as high as 71% in the Bundesliga 2.”

*The clubs have invested a lot of money in their academies.*

“Since the introduction of the academies in 2001, clubs have invested around €520 million in educating young players. In this season alone €90 million has flowed from the League to the academies – more than ever before. Clubs have pooled their investments into the infrastructure in particular. Training centres were built, the existing ones were modernised or enlarged, highly skilled coaches were employed and residential schools set up, and much more. These are all investments which will pay off in the future. The players, who have graduated from the academies over a period of four, five or more years, are just now coming into professional football.”

*The performance of the German national team at the 2010 World Cup in South Africa attracted worldwide attention. What role does the League play in this development?*

“Without the work and support of the League the successes of the German national team would be inconceivable. Crucially, thanks to the academies, there are more and better educated players today than ever before. The

German Football League is tapping this well of talent, and because of this, the national team has a real chance of winning titles again.”

*How can the Bundesliga maintain this high standard of player education?*

“To ensure the quality of education we have introduced certification for the academies. Thus the clubs receive information from a neutral source on where they rank and where there is potential for improvement.”

*What other measures are in place?*

“The Academies Committee is constantly working on ideas for improvement. Above all, networking with schools is being encouraged. The combination of a career in football with a school education or vocational training is elementary. Only a very few young talents actually make the final leap into professional football. We therefore consider it our social responsibility to provide youngsters, even outside of football, with the best possible education. That more young boys from the academies go on to a grammar school than the national average shows that this aspect of education is also taken very seriously indeed.”



Confidence paying off: Tobias Levels, 24, has been playing for Borussia Mönchengladbach for over a decade



# AN IMPORTANT STEP TOWARDS A SUCCESSFUL FUTURE

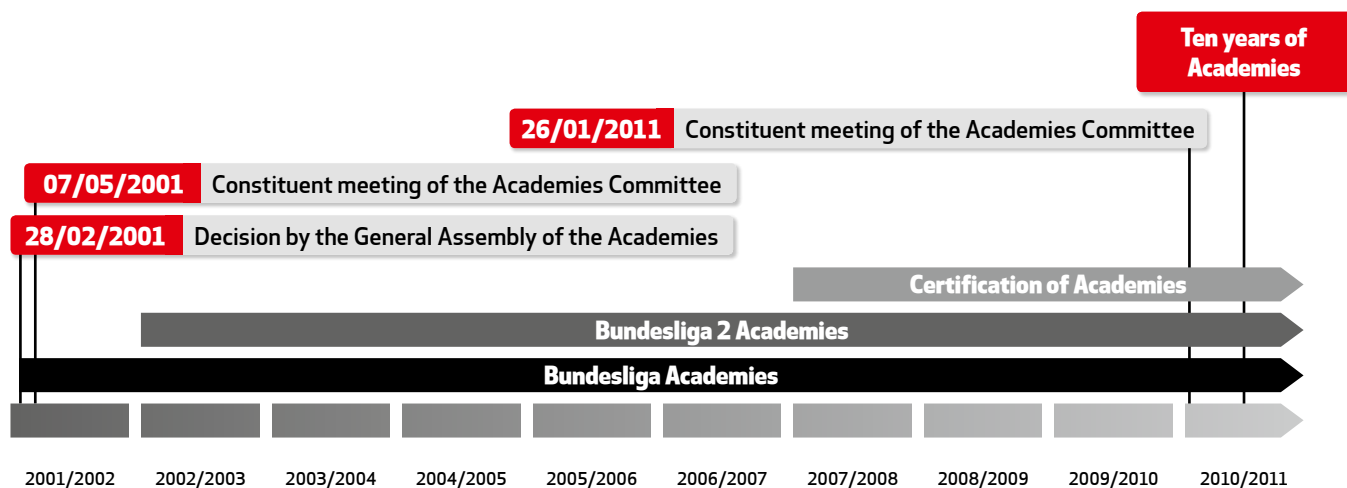
**The bitter first-round defeat at EURO 2000 was the key moment: at the turn of the millennium German football stared disaster in the face – it completely lacked a professional foundation. What followed was a revolution in youth development, which, on the tenth anniversary of the academies, is now globally recognised as the role model for success.**

It was immediately following EURO 2000 and the disappointing performance of the national team that the clubs of the Bundesliga and the German Football Association (DFB) called things to an emergency halt. The development and support of young and highly talented players had to be comprehensively renewed. The youth work of the then-World and European champions France at their centre at Clairefontaine served as a particularly strong model and guide. A task force, whose job it was to think outside the box and come up with a concept for the German development of young talents,

was quickly set up. Chairman of the League Committee Gerhard Mayer-Vorfelder, President of the German Football Association (DFB) since 2001, made it a matter for decision at management level. The promotion of young talent lay right at the top of the agenda of the President of the newly-founded League Association, Werner Hackmann. The DFB launched a programme to promote talent and invested millions in basic training and fee-based coaches. On 28 February 2011 the League Association decided on the compulsory introduction of youth academies for all 18 Bundesliga clubs. In fact, establishing

and running such an academy was added to the list of club licensing parameters.

At the outset, the current Chairman of the Academies Committee, Andreas Rettig, who led the project in its opening phase from 2001 to 2002, had a lot of persuading to do. It was clear that German professional football had to introduce an entirely new concept of education for supporting the clubs in the development of talent. It wasn't about a standardization of certain playing styles, as is customary in the Netherlands. Indeed, creating the kind of infrastructure where children and



**Rolf Rüssmann**  
was Chairman of  
the Academies  
Committee from  
2002 until his  
death in October  
2009.

teens can thrive in, was (and continuous to be) the key objective.

In a next step requirement specifications and an agenda were drawn up. From the 2001-02 season onwards the management of the German Football League (DFL), formed at the beginning of 2001, incorporated these new structures into the licensing regulations. One year later the compulsory introduction of the academies, which were growing in importance, was extended to the Bundesliga 2. For clubs to be issued their licence (the precondition for admission to any official competition), they had to hire full-time youth coaches, whose respective qualifications are taken into consideration when grading the academies, with those earning higher grades receiving higher funding. Moreover, appropriate training grounds had to be built, a medical department established and co-operation with schools initiated.

Through this the framework was specified and, over the past ten years, the promotion of youth and elite talent in Germany, in which the professional clubs

alone invested more than half a billion euros in this period, developed a momentum of their own towards perfection. In the current 2011-12 season, 52.4% of all players in the Bundesliga were educated at an academy. Thus, thanks to the work of the academies, national coach Joachim Löw can tap into an ever-growing well of high-quality young professionals, who maintain the constant competition within the national team. Furthermore, the regeneration time of young, comprehensively trained national players is far less than that of older professionals. With the help of the three-star evaluation system of the academies, the League Board has created an important incentive: the monies from the Champions League coffers for clubs who do not play in Europe's

premier competition are distributed according to the strength of their academy. For a three-star academy, the clubs are promised additional revenues in excess of €300,000 on a yearly basis.

Under the chairmanship of Rolf Rüssmann between 2002 and 2009, the certification of academies was further pushed by the company Double PASS. Top of the list of priorities was the measurement and certification of quality of the academies of all clubs to create an objectively assessable picture. To ensure this, everybody, including coaches and the medical staff, was examined. The league is convinced that this project of quality assessment will elevate German youth football to an even higher level.



For years, DFL  
Director Holger  
Hieronymus and  
Chairman of  
the Academies  
Committee  
Andreas  
Rettig have  
been working  
on further  
improving youth  
development  
facilities.

# “WE OUTSTRIPPED FRANCE LONG AGO”

As the erstwhile Chairman of the League Committee Gerhard Mayer-Vorfelder played a significant role in setting up the academies. Ten years later, the former president of the German Football Association (DFB) gives the work with German youngsters top marks.

**"WE HAVE ALMOST PERFECTED THE PROMOTION OF YOUNG AND ELITE TALENT IN GERMANY OVER THE PAST TEN YEARS."**

**M**r Mayer-Vorfelder, you gave top priority to youth work and talent promotion. Over the past ten years the Bundesliga academies have become a definitive mark of quality. How do you assess the work of the clubs?

**GERHARD MAYER-VORFELDER:** "We can be really proud of our youth work in Germany. Within ten years the number of young players in the Bundesliga has doubled. Today, these players edge each other out in the national team thanks to their fantastic education at the academies. You could say that we have almost perfected the promotion of young and elite talent in Germany in the past ten years. In former times France and the Netherlands were the ultimate in this area – but we have long outstripped them."

*Where do you still see the need for improvement?*

"It is envisaged that the academies will be extended to the Third Division and the regional divisions. Thanks to the talent promotion programmes we have good sub-structural foundations up to the age of 14, after which, in the best case scenario, the players go on to the academies. But, in my estimation, too many young boys are falling through the cracks, because, when they are 13 or 14, they have not yet progressed far enough to be considered for an academy of one of the clubs in the Bundesliga or Bundesliga 2. Some players don't yet have the maturity to leave home at that age. That's why we must reconsider the DFB-run training centres as a viable option for young players aged 14–17, too. To ensure that all players are scouted accordingly. This is extremely important."

*What were the important aspects of founding the programme for the promotion of talent and the Bundesliga academies ten years ago?*

"First and foremost we had to have a lot of money at the ready. It was extremely important that the academies were a pre-condition for meeting licensing requirements, making this compulsory for Bundesliga clubs. I drove this idea forward in my time as Chairman of the League Committee. Not long afterwards this requirement was also applied to the clubs of the Bundesliga 2. With this, we managed to cover the aspect of performance. Then we managed to create 400 centres for promoting talent across the whole of Germany and, after the 2006 World Cup, built over 1,000 mini pitches. They were milestones. I have always said that these mini pitches replace street football, which you no longer find these days. You learn football there. It was a comprehensive promotion which, after ten years, is already showing its effect."

*This 'comprehensive' concept also went further, right?*

"Yes, the U19 Bundesliga, followed shortly afterwards by the U17 Bundesliga, was also part of the establishment of the talent promotion programme and the academies. It was furthermore decided to give scouting a higher priority in the international organisations. And the clubs entered into co-operation agreements with the 29 elite football schools. Players such as Mesut Özil, Toni Kroos, Jerome Boateng, Dennis Aogo, Serdar Tasci and Mario Gomez graduated from one of these schools. And even the young Julian Draxler from Schalke 04 was recently brought to an elite school so he could leave school with qualifications."

*Currently, migration is another hot topic off pitch in Germany. However, on pitch it doesn't seem to be an issue at all ...*

"The academies and training centres actually make a big contribution to integration. On the pitch it doesn't matter whether you come from North Africa, Turkey or Germany. And as German is spoken on the pitch, integration comes easier to these youngsters, who learn the language more quickly and to a more competent level."

*You addressed the elite schools of football. What was done so that football also took on a greater significance in primary schools?*

"We developed our own programme for primary schools, where staff are almost exclusively female and who have rather less to do with football. Anyway, currently 20,000 female and male teachers have taken part in our programme, leading to children playing more football in primary schools."

# "IT MUST BE POSSIBLE TO COMBINE A BUNDESLIGA CAREER WITH A LEVELS"

**As Chairman of the Academies Committee, Andreas Rettig has set out to further improve youth development in German football. While content with achievements to date, he feels there is room for improvement in relations between football and the school system.**

BY ANDREAS RETTIG

The biggest mistakes in football are often the result of temporary hype. In that respect, we cannot let ourselves be blinded by the recent outstanding successes of young players in the Bundesliga and the national team. We cannot allow complacency to set in. The tenth anniversary of the Bundesliga academies should, on the contrary, be for all of us an occasion to think about how, in the ten years to come, we can still be setting the standard in youth and elite player development.

Thus it is the task of the Academies Committee to anticipate a leap in time and see what else we can improve upon in the coming years. I am optimistic that the quality of our academies will increase further in the future. What is especially important is that the Committee and the representatives of the academies also work together in close collaboration with the German Football Association (DFB) regarding youth policy.

The interaction between education and football is, and will remain, an important theme. It must be possible in Germany that a young footballer can pursue a Bundesliga career whilst at the same time doing his A levels. Much is quite rightly said about individualisation in training, so, the individual limits of performance must be raised for every young professional. Therefore it is also logical to transfer this

individualisation to education and professional training. For the promotion of elite players we must move away from rigid lesson plans; a close interaction between school and professional football must take place.

It is an absolutely fundamental problem that physical education lessons at school are being reduced more and more and that, as a result, children and young people are getting less and less exercise. The significance of sport in schools has dramatically decreased whilst the importance of all-day schools is on the increase. Thus the question naturally arises, how, through sport, longer attendance at school can be used sensibly and, above all, attractively. Because the longer school lessons last in the afternoon, the less time there is to do any sport afterwards. Hence sports at school could be given a whole new meaning again.

We must now give this special emphasis in our conversations with politicians. What is also important is that physical education is not taught by non-specialist teachers. Only with an educated P.E. teacher can the pupils' enthusiasm for the lessons taught be guaranteed. Let's not forget that German football can benefit from the Federation of German Football Coaches (BDFL), with its fantastic potential of well-trained coaches, and could therefore act as a sports service provider for schools. This is why we must manage to establish interaction at the highest political level.

At any rate, in Germany we currently have 1,200 football coaches with a Pro licence, 5,000 coaches with the 'A' licence and 2,500 with the 'B' licence. That's almost a total of 9,000 coaches which were trained for the highest levels. There remain many resources, which the DFL and the DFB could offer to schools. It is to



be hoped that politicians also recognise this potential. But it remains our duty to launch a sports campaign at school level.

Another important issue is demographic change. The birth rate in Europe has been dropping since the mid-1960s. By 2030, we will have a world population of around nine billion people, of which five billion will be in Asia. This fact should give pause for thought, given that there are only 700 million Europeans which represents a mere 10% of total world population.

Against this backdrop, the topic of migration becomes even more important in terms of youth development. However, opportunities equally present themselves if we put the potential of older people to practical use for youth development. After all, why shouldn't retired teachers coach our players?

Energy is another important aspect, from floodlights (for training and matches), water (for showers and pitch maintenance), fuel (for travelling) to under-soil heating. Here, we will also have to face the facts and find ways to fund future requirements.

And in order to find the correct answers to all these questions, we should think about setting up a nationwide centre of expertise. From there, experts in management, training, medicine, psychology or lawyers and teachers could be at the disposal of all talents, acting as their first point of contact for each relevant field. Such a centre of competence could offer 36 academy places per year (one place assigned to each professional club) and also fuel the promotion of high potentials in management, such as provided by the football coaching programme of the German Sport University Cologne and that of the football academy Sportschule Hennef. Figures from the football world such as manager Uli Hoeness or coach Ottmar Hitzfeld could also serve as mentors. This would bring a tremendous boost and a transfer of know-how. This is something which also needs to be considered in the debate about the future of promoting young, talented players. //

## Academies Committee

Members – appointed from the League Association

<b>Chairman</b>	Andreas Rettig General Manager, FC Augsburg
<b>DFL</b>	Holger Hieronymus Director Andreas Nagel Head of Match Operations
<b>Club representatives</b>	Dr Uwe Harttgen Academy Director, SV Werder Bremen Werner Kern Head of Youth Development, FC Bayern Munich Jürgen Gelsdorf Youth Development Co-ordinator, Bayer 04 Leverkusen
<b>DFB</b>	Matthias Sammer Sports Director Ulf Schott Department Head of Talent Promotion Frank Engel Head of Youth Development

## THE GUARDIANS OF THE ACADEMIES

***It is the objective of the Academies Committee to improve the promotion of young talent and make it more efficient. Representatives from the clubs, the DFB and the DFL are working together on the future of German football.***

***Since the death of Rolf Rüssmann, President of the Academies Committee since 2002, in October 2009, Andreas Rettig has presided over the panel. The 47-year-old general manager of FC Augsburg was the ideal choice for the job. After all, at the beginning of the millennium he had already done the job for two years, not least on account of the establishment of the Freiburg School of Football, where he was the recognised authority in the field of youth and elite player development.***

***The Committee examines the academies of the clubs and joint stock companies of the Bundesliga and Bundesliga 2, providing for the constant optimisation of youth education and dealing with the harmonisation with other talent promotion programmes of the German Football Association (DFB).***

***The Committee is made up of highly qualified experts from the world of football. Sitting on the Committee board are, from within the ranks of the German Football League (DFL), Director Holger Hieronymus, as well as Andreas Nagel, Head of Match Operations. The Bundesliga clubs are represented by the Head of Youth Development at FC Bayern Munich, Werner Kern and Jürgen Gelsdorf, Youth Development Co-ordinator at Bayer 04 Leverkusen, as well as Dr Uwe Harttgen. The former Bundesliga player is currently Academy Director at SV Werder Bremen and successfully got a PhD in Philosophy and Psychology.***

***A leading part of the development of youth work is done by Matthias Sammer, Sports Director at the DFB. The former title-winning coach of Borussia Dortmund serves as the connection between the academies of the Bundesliga clubs and the German junior national teams. Problems concerning the scheduling of international matches can thus be solved directly. Along with Sammer the DFB is represented by Ulf Schott, Department Head of Talent Promotion, and Frank Engel, Head of Youth Development.***

***The objectives of the Committee are extensive. Rettig and his team must plan ahead for the next decade of youth player development. The Committee addresses current issues such as saving energy, demographic changes and the constant improvement of the ties between football and education.*** //

# THE TALENT POOL AT BAYER 04 LEVERKUSEN

The Leverkusen Academy is one of the best in the Bundesliga. Youth Development Co-ordinator Jürgen Gelsdorf sets great store by providing the players with the best possible support for both their football career and education.

Jugendfußballzentrum Kurtekotten



Other sports besides football: in an adjacent room there is a table-tennis board.



Bayer's U19 player Daniel Jamann lacing his boots in the changing rooms.



The sign 'Elite School of Sport' hangs to the left of the entrance. Underneath is the emblem 'Olympiastützpunkt Köln' and 'Bayer 04 Leverkusen Fußball' with the distinctive club logo. At first glance, the complex appears to be a well-equipped sports compound, but one look through the glass door reveals that this building is the home of not just any sports club. It is one of the largest talent pools in German football: the Bayer 04 Leverkusen Academy.

Behind the entrance is a weight-lifting room with a fitness course in the glass part of the building. Behind this stretches a compound which would stir the blood of any lover of football. Four superbly maintained grass pitches, one with a stand which turns the park into a small stadium, lie next to the big artificial pitch and football cage. The modern function room in the house, planned in great detail and exuding practical effectiveness, is the sporting home of 160 boys between the ages of seven and 19. Each of the ten teams from the U8s up to the U9s enjoys its own changing room, immediately adjacent to the physiotherapy area. There is also a large changing room for the coaching and support staff.

The enthusiasm with which this complex was formally opened at the beginning of 2000 has not disappeared. At that time the Bayer AG group, Bundesliga club Bayer 04 and the city of Leverkusen had made possible the building of the Kurtekotten Academy on this ideal site. Lying in the heart of the city, the large chemical works with the huge cross of Bayer, and the railway line are located to the west. The Leverkusen Academy is 2.5 kilometres to the north, and 500 m further on, where the motorways A1 and A3 intersect, lies BayArena, the city's new landmark since the huge redevelopment.

**Head of the Bayer youth setup: Jürgen Gelsdorf has been Director of the Leverkusen Academy since the end of 2005.**



There, the players educated at the academy take to the field in the Bundesliga and European cup competitions in the club colours of red and black. In the 2010-11 season these include René Adler, Gonzalo Castro, Stefan Reinartz, Fabian Giefer, Benedikt Fernandez, Kevin Kampl and seventeen-year-old Danny da Costa. Many others play professionally on loan at other clubs in the Bundesliga and the Bundesliga 2.

Youth development at Bayer 04 Leverkusen has an excellent and seemingly boundless reputation. The U19s have reached the finals of the German Championship nine times since 1985. Fourteen of the Leverkusen youth players represented the German national team at U16 and U18 level during the 2010-11 season. Year after year tournament invitations from all over the world arrive at the office. Bayer youth teams have already travelled to Australia, Belgium, Chile, England, France, Italy, Japan, Luxembourg, Malta, Mexico, the Netherlands, Northern Ireland, Austria, Peru, Scotland, Spain, the USA and the United Arab Emirates.

When the establishment of academies for all clubs in the Bundesliga and Bundesliga 2 was made compulsory, those at Leverkusen were a step ahead in 2001. Bayer 04 had long been setting the standards in youth policy. Not many people can assess this better than Jürgen Gelsdorf. The current head of the academy was appointed youth coach on 1 July 1986, when his career as Bundesliga professional had come to an end after 416 games for Bielefeld and Leverkusen. "I was one of three full-time youth coaches working in the whole of the Bundesliga. Even some of us at Leverkusen were asking, 'What's the point of all this? Is it really necessary?'" recalls Gelsdorf. "I didn't have an assistant coach. Today every club has five, six or eight coaches firmly occupied with the youth setup." He practised as a youth coach for two years before switching to the senior setup to become Rinus Michels' assistant. On 1 October 2005 Gelsdorf returned to take over the running of the academy.

The ten teams from U8 to U15 are structured as teams from one age group, while the Under16s/17s (so-called 'B' juniors) and

the U18s/19s (so-called 'A' juniors) are put into two age groups. Eighty people work at the academy or 'LZ' (Leistungszentrum) as the elite school is readily abbreviated. That means that for every two boys there is one employee. Good youth work is a staff-intensive issue. Nevertheless it is worth the effort. Five full-time coaches and eighteen part-timers work with the teams, every one of which has three coaches responsible for it. In addition, there are four goalkeeping coaches for special training measures, three for co-ordination and rehabilitation training and one for heading and



Juggling in front of the clubhouse: perfect ball control requires constant practice.



balance training. Four doctors, two physiotherapists and six scouts also belong to the sporting department. The educational head who, like the psychologist, is permanently appointed, is supported by five employees who generally work as teachers. Added to these are the employees of the office and the canteen. Two gardeners maintain the outdoor facilities, four people look after the house and the laundry. The travel service requires huge personnel – eight mini-buses which together cover almost a million kilometres in a year. The academy is like a medium-sized business. There are essen-

tially no days off, the organisation runs like clockwork. The younger players train four times a week, and the older ones five to six. During training or matches at the weekend the facility resembles a beehive. The operation begins at midday, when roughly 25 youngsters have lunch in the restaurant before they do their schoolwork. For this there are work and study rooms with internet access on the first floor. The rest of the boys do their schoolwork at home. There is no residential school at Bayer 04. "We are the model host family. We have placed 15 boys privately with families who are closely



Training and leisure pursuit: the fleet of bicycles of the Leverkusen youngsters.

associated with the club and have been so for a long time,” explains Gelsdorf. His office is on the upper floor, along with the team and coach meeting rooms equipped with TV and video, and the offices of the full-time employees. Downstairs are the large laundry rooms with their highly modernised washers and tumble driers, where the ‘work clothes’ of every youth player are washed, as well as the kit storage room holding several sets of shirts for each team.

The groups with the younger players are small. Only twelve boys make up a team, which still plays on a small pitch. In the vicinity of Leverkusen indoor and outdoor tournaments from age seven and upwards are observed. “We know every talented player from when they are juniors,” explains Jürgen Dillenburg, chief scout of the academy. “We observe about three thousand teams with the youngest players.” The catchment area for the older players is as far away as 80km towards Aachen and 40km towards the Bergische Land, where the influence of such clubs as Schalke 04, Borussia Dortmund and VfL Bochum is already felt. For years there has been an agreement with 1. FC Köln and Borussia Mönchengladbach that no youngsters will be poached by one club from another. A scouting co-ordinator organises the approximately 20 voluntary assistants

**The strips of all the youth teams are stored in the kit room. Enormous washing machines are ready to clean them.**



for the 23 football regions (nine in the Middle Rhine area, eight in the Lower Rhine, three for South-Westphalia and three in the northern Rhineland). 90% of all youngsters at Bayer come from this catchment area. Should they not be able to come by public transport or be driven by their parents, they use the travel service with its exact routes and bus stops. Scouting at national level begins with the U14s and U15s, the favourite “hunting grounds” being the nationwide tournaments for these age groups traditionally organised by the DFB. Observing European and/or World Championship matches widens the international horizon, but signing foreign youth players remains the exception.

“At intermediate and senior level the establishment looks very much like a Bundesliga team,” says Gelsdorf. The squads include roughly 20 players. At around the age of 15 or 16 the decisive phase in their education begins, which, at Bayer, is broken down into three steps. Previously, a reliable prognosis of whether or not a boy could make the leap into professional football was barely



Going the extra mile for the dream making it as a professional: for Daniel Jamann strength training is also part of his daily routine.

possible. Players with an extraordinary talent for movement are obviously recognised, according to Gelsdorf. But even a few professionals, who now play in Bayer's first team, had to overcome problems in their youth: one of them suffered from immense impaired coordination after a growth spurt, whilst another's speed suddenly decreased. Not everybody progressed as seamlessly as Gonzalo Castro, who was educated for eight years at the academy, making his Bundesliga debut aged 17 and playing his first game with the German A-team, aged 19. "To develop these kids we need to get to them early on. If you play against others who are good, you improve even more," says Gelsdorf. When youngsters get older other problems arise. Physically and mentally they display significant differences. "One boy goes to bed with his teddy bear, the other is already making an appointment with his future mother-in-law," explains Gelsdorf.

The born-and-bred Duisburger also stresses the heavy burdens which young footballers often bring on themselves in the

hope of forging a professional career. "Do Not Neglect School" is the law, not just in Leverkusen but at all other clubs' academies. In the changing rooms, boards display which team has achieved the best average results in the past six months and the individual rankings of the best schools. "The boys have little free time. In the evenings they often study for school, and at weekends they usually go to matches with us," says Gelsdorf.

Fifteen youths complete a course in office administration or fitness and sports management at Bayer 04 Leverkusen, or take a job in the field of communications. A friendly, almost warm-hearted atmosphere rules at Bayer 04's youth setup, but Gelsdorf does not shy away from being frank. "There is hardly a better model to be found. But one thing should not be forgotten: it is an academy, a centre of excellence. Only a select few will make it and become professional players," explains the Head of Youth Development. "We don't want to promise too much to anyone, but we do want to give everyone the opportunity to prepare himself properly for a good life."

# "GIVING THE PLAYERS AIR TO BREATHE"

**As a former Bundesliga professional, Dr Uwe Harttgen knows the wishes, worries and fears of players very well. The sports psychologist and Director of the Bremen Academy writes about the challenges on the pitch and the high demands on professional support outside the football world.**

BY DR UWE HARTTGEN

Over the last ten years the academies of the Bundesliga clubs have seen a rapid and, above all, successful development. The co-operation of the clubs and the support from the German Football Association and the German Football League have ensured that football 'Made in Germany' is again a mark of quality in 2011. The most recent performances of the German men's national team and the junior teams underline this development. Increasingly, talents such as Mario Götze, Thomas Müller, Toni Kroos and Florian Trinks are making the leap into the Bundesliga and are on the radar of top international clubs. The general setup may vary from club to club, but the overall goals are the same: to promote young talent as much as possible on and off the pitch. Thus training programmes have improved to a significant degree in recent years and social relations with these young people have been stepped up on all levels.

Above all, the interaction between schools and football has been further perfected, to meet the high demands made of

our 'junior staff members' regarding their personal career plans. At Werder Bremen we co-operate closely with Obervieland, an elite school of football. For us at the academy, it is very important that the demands made on young people in education or employment go hand in hand with those of professional football. It is necessary to continually provide the players with new incentives, off and on the pitch.

Consequently, it is the task of the Bundesliga academies to ensure that young people get the best out of this two-track approach, and graduate successfully. We have observed that success in school also results in good performances on the pitch. This is why we want to offer the boys the best possible environment in which to grow.

Even if this two-track education model requires sacrifices from the players, who then have only little free time, school education is, up to a certain age, more important than football. That's why we offer our boys the best possible

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**ACADEMY PLACES**

support. We have hired Ingo Goetze who holds an MA in Teaching and Sports Psychology and helps young players both with their education, both on and off pitch. This includes the organisation of after-school clubs and help sessions for homework, or support with tasks aimed at developing certain skills. And the feedback we are getting from them is that they positively enjoy these challenges and want to show us that yes, they can successfully combine their education with football.

A survey, which we carried out together with the University of Bremen and the German Football Association (DFB) and will develop further, revealed that the development of one's personality takes on a central role in the promotion of talent. Our findings confirm what we experience on a daily basis with the boys – a clear improvement in perform-

**Success at school stimulates success on the pitch. Support with homework is therefore an integral part of talent promotion.**



ance in the players through the intertwining of different social fields at an early stage. If they study different subjects intensely and their eye is not exclusively on football, then that is conducive to their personal education and performance.


This is why we try to give the players room to breathe and other opportunities to use their spare time alongside their school and football commitments. It's very important to us that they can decide freely how they want to spend their leisure time. Obviously, it hasn't escaped our attention that many young players enjoy computer games. As long as this doesn't get out of hand, it's entirely acceptable. But it's important for them to also have a social life outside of football.

However, their development on the pitch is an equally large proportion of their personal development. Football presents every situation which could arise in 'normal' life. You can take on different roles, cover different positions, prove you have qualities of leadership and defend against opposition. These aspects can be communicated in training and in competition. Through this, weaknesses can be identified and strengths brought out.

Furthermore, group dynamic processes help us to identify why a player, for example, contributes more or less on the pitch, and to what extent he has matured. Only if you know how to correctly assess a youngster individually and in a team can you commence with the next steps of teaching. If I don't know this, I risk steering his development in the wrong direction. Constructive communication with young people, therefore, plays an absolutely central role. Nowadays players no longer want to come in for training and just be put through their paces. On the contrary, they want to be involved and included. They want to feel included in the whole learning process and need to know what objective needs to be achieved in any given training session.

The development of youth football, as well as the diverse demands

on young players make an intensive debate on the topic of stress management indispensable. Some players won't be able to attend school due to league matches or trips with the national team, which can last several days, weeks or even months. How can they best make up for missing these lessons? When is there time to study? There is a heavy mental burden here, especially if it extends to A level exams or their senior school years. And it's not just demands at school that increase over time. The boys want to play all the time, whether it be in the U17s, the U19s or even the national team, depending on their age of course. They often want to test themselves to their limits, and it is our duty to protect them from overdoing things.

Parents also play an important role. For as long as the players are under the age of 18, it is absolutely necessary to closely involve the parents in the ongoing processes at school, in their children's social environment and their football. Only through intensive co-operation from an early stage will these tasks, burdens and hindrances be mastered. 

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## CO-OPERATION INITIATIVES





# CONSTRUCTION BOOM BENEFITS GERMAN FOOTBALL

**Almost every club in the Bundesliga and Bundesliga 2 has built new academies or modernised and expanded existing ones over the last ten years. The result has been high-class sporting performance across the German professional game.**



At the Stuttgart Academy young players can even play on the roof.

In 2000 Borussia Dortmund possessed no proper training facilities. The field of Rabenloh, a stone's throw from the stadium, served as a makeshift training ground, which simply did not meet the requirements. In spite of this BVB were Bundesliga champions in 2001-02, but, crucially, there was still no suitable pitch for the youth team. This necessitated an urgent call to action. All the more important then that the League Association decided in 2001 on the compulsory establishment of academies for every professional club.

Today, ten years later, Borussia Dortmund is the owner of a glorious academy in the district of Brackel. The facility is about to undergo a new extension in spring 2011. On Adi-Preissler-Allee in



**Borussia Dortmund has built a highly modern academy in the district of Brackel.**

the vicinity of the Royal St Barbara Golf Club, the first team trains under the direction of Jürgen Klopp. So do the youth teams, who, especially in the higher age brackets, belong to the best in Germany, and who have found their ideal home in the northeast of the city.

The 36 academies run by the Bundesliga and Bundesliga 2 clubs currently accommodate 5,445 young people, ensuring they benefit from top training conditions and get a decent education. Whilst the new stadiums for the 2006 World Cup were in the spotlight, another construction boom went largely unnoticed.

High-quality sporting facilities were developed or greatly expanded. As a rule, these facilities are geared towards the practical and efficient, not the extravagant. The everyday life of a club revolves around these facilities, and more often than not that of the professional teams as well.

1899 Hoffenheim has created a much-admired 'El Dorado' for its training of footballers; FC Bayern Munich extended its facilities on Säbener Strasse, just as Hamburger SV did in Ochsenzoll. Hertha BSC modernised its training compound, which forms part of the Olympic stadium complex. Bayer Leverkusen opened the Kurtkotten facility. 1. FC Köln upgraded the pitches and the Geissbockheim; Schalke 04 did the same with the Berger

Feld facility. Since the move to the Nordpark stadium, Borussia Mönchengladbach has enjoyed a much more spacious environment than the club ever had in the old Bökelberg arena. Whether you're at SV Werder Bremen's Weserstadion, VfB Stuttgart's Cannstatter Wasen, 1. FC Nürnberg, Hannover 96, VfL Wolfsburg, SC Freiburg or 1. FSV Mainz 05, or at any other club in the Bundesliga or Bundesliga 2, time did not stand still. Builders, architects, craftsmen and gardeners all made their arrival. The following structural conditions of the academies are laid down in the licensing guidelines of the German Football League (DFL): one training compound with changing rooms and three grass pitches, as well as artificial pitches for any Bundesliga club. Two must be lit with floodlights; Bundesliga 2 clubs must provide two pitches, at least one with floodlights. In both categories a technical course must be set up and indoor training made possible in winter. The dimensions of the facility are not specified in detail, but there must be room for medical and physiotherapy applications adjacent to the changing rooms of the teams and coaches. Treatment rooms, massage rooms, saunas and relaxation baths are compulsory.

As far as the number of pitches is concerned, many clubs have exceeded requirements by far. Nine pitches including one regulation-size and two smaller ones with artificial turf currently make up the academy at Dortmund following the second rebuilding of the facility, which was opened in 2006 on the site of a former British army barracks. "We believe we have one of the most modern training facilities in the Bundesliga," says Director of Football Michael Zorc. A second highly functional building will be opened at the end of the 2010-11 season. While the Westphalia club has broken new ground, Eintracht Frankfurt consolidated its roots with the opening of the neat 7,700 square metre academy at Riederwald in October 2010, a fine piece of architecture thanks to which the Riederwald complex has regained its status as the heart of the club. "Now we have bridged the gap to every Bundesliga club," says Axel Hellmann, executive committee member of Eintracht. "The new complex at Riederwald is a building block for success in professional football!" Twelve large changing rooms, a modern weights room, a sauna and a restaurant round off the feel-good factor. Three and a half football pitches are at the youth teams' disposal. That is still not quite enough, as those in charge quite readily acknowledge. Six pitches, says Axel Hellmann, is the eventual target Frankfurt is aiming to achieve. It is not just at Eintracht that the construction boom is working for the benefit of German football. ▬

**Getting down to business every afternoon during the workouts at Schalke 04's training grounds.**



# THE HOME OF EINTRACHT'S YOUTH TEAM

At the end of 2010 Eintracht Frankfurt opened its coveted academy at Riederwald. Just as with the academies of other professional clubs, the functionality and elegance of the large buildings of the Eintracht complex and training sites dominate over 7,700 square metres of space.





<sup>1</sup> Only the main pitch still conveys a reminder of the previous make-up of Riederwald, which was once the home of Eintracht's professionals. In the 2010-11 season the U19 and U17 Bundesliga teams play their matches here, as do the C-juniors with their regional games. <sup>2</sup> The Wolfgang-Steubing sports hall, (named after a long-serving patron of the club), was erected for the youth teams, but also for the basketball, hockey, handball, athletics and volleyball branches of the club. 60 metres long, the facility already proved a success in the first winter following its opening: full training sessions were held indoors in the coldest months of the year. <sup>3</sup> and <sup>4</sup> There are 700 square metres of administrative offices with 30 offices for 40 employees, and a residential building with ten apartments for young, talented footballers – whose families do not live in the region – furnished with a common room and a kitchen. <sup>5</sup> The distances between the players' living quarters and the offices of the coaches and support staff are short. In addition to encouraging a better performance, the club concerns itself with education, social issues and catering. <sup>6</sup> The academy's modern artificial pitch was officially opened on 1 November 2010. <sup>7</sup> Second training field, primarily for the hockey teams but also used by the young footballers. <sup>8</sup> Two small pitches, one surrounded by a board, the other with a wall for practicing shots, including four heading exercises and moveable goals, allow for further training variations. <sup>9</sup> 55 square metres of Eintracht fan shop. <sup>10</sup> Ten changing rooms are available, four of which are assigned to the U23s, U19s, U17s and U15s, and the rest is flexibly divided depending on training schedules. <sup>11</sup> 'Diva', the age-old nickname for the club, is also the name of the club's catering hall: a meeting point for athletes and visitors, as well as parents whose children are at practice. The academy residents have their lunch here. <sup>12</sup> A state-of-the-art facility (as is the entire academy), the two-level gym has everything from weights to cardio machines.

# QUALITY CONTROL FOR THE ACADEMIES

Since 2007 the academies have undergone a process of certification. Everything is assessed: from the facilities as such to the success of the youth teams. Whoever performs well is awarded special bonuses by UEFA.

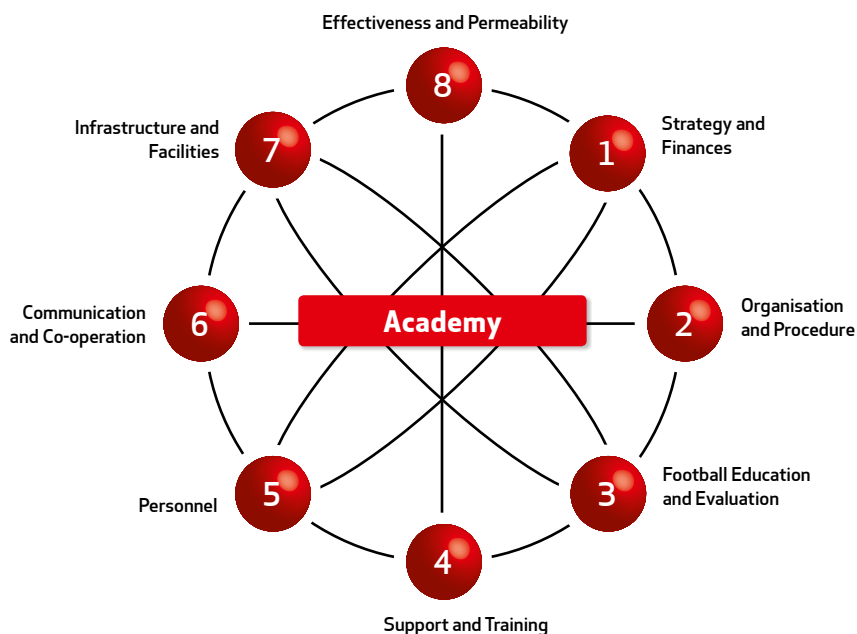


When the Double PASS team comes to visit the clubs of the Bundesliga and Bundesliga 2, there is a kind of positive nervousness in the air. The employees of the Belgian company put the academies of the clubs firmly under the microscope: everything from the software to the hardware the clubs use is scrutinized. They evaluate the clubs' playing fields, buildings and facilities; they check the members of staff; they focus on work philosophy, on principles and concepts of the education of young players and measure the results against these standards. They examine their organisation, human resource management and their processes, and thus essentially assess the overall performance of the academies with regard to their effectiveness.

The procedure is called 'certification', a term which has taken on a great significance since Double PASS arrived in the German football community. In many areas of economy and science certification is a procedure by way of which it is ensured that certain requirements are complied with. However, observation of the academies has shown that four years after the introduction of certification they have blossomed not unlike healthy, fruit-bearing trees, which when carefully grafted, become even more valuable. Certification essentially refined the talent pools and gave them even more intrinsic value.



**Andreas Nagel,**  
as Head of Match  
Operations at  
DFL, supervises  
certification.



The certification process appraises the clubs' academies according to eight categories.

"With the certification of the academies we have taken another step forward and are providing sustainability in work with young talent. This is vital," says Holger Hieronymus, Chief Operating Officer at DFL in charge of the academies. "With this process the examinations, which we have carried out every year since introducing the academies to the licensing system, took on a greater depth of detail and intensity," says Andreas Nagel, Head of Match Operations at DFL. The fundamental requirements to be fulfilled by the clubs are set forth in the licensing guidelines of the DFL.

Section 3, Paragraph 2, and in Annex 5 defines in detail the duty of setting up and running an academy. As is the case at schools or universities, the same general setup does not necessarily mean that the same results will be achieved. The quality assurance initiated by Double PASS with its project 'Foot PASS Germany' has triggered a further rise in quality.

During his visits to the academies, Rolf Rüssman, Chairman of the Academies Committee from 2002 until his death in October 2009, realized that the appraisal of the academies was a complex thing. "He was the one who recognised the need to introduce an ordered system of evaluation. He was the pioneer," stresses Hieronymus. Around four years ago co-operation began with the team from Double PASS, led by its Belgian Chief Executive Hugo Schoukens, whose business idea fitted in perfectly with the DFL philosophy. The enterprise was developed at the Free University of Brussels in 2004 and specialised in the management of quality in sport. But, to the experts, it is not just about the mapping and measuring of criteria of quality. "We are measuring to see what



Christian Gentner won the 2003 German U19 Championship with Stuttgart.

can be improved," is one of the mottos of the employees at Double Pass, who also provide information and consulting services.

At that time, clubs busied themselves intensely with the issue of how the academies were to be optimised. Overall they were aware that increasing attention had to be paid to medical care and other areas not relating to the sport as such. Moreover, it became clear that investments in the academies could not continue to increase at a steady rate. So the concept was adapted to the requirements of the clubs in co-operation with Double PASS. This meant that clear verdicts of assessment emerged for the examiners. And based on the transparent criteria applied, the clubs knew exactly where they stood.

Thirty-nine clubs and joint stock companies took part in the first round of certification from 2007 until 2009. Along with the clubs of the Bundesliga and Bundesliga 2, a few clubs from the regional and fourth division also voluntarily took part in the examination.

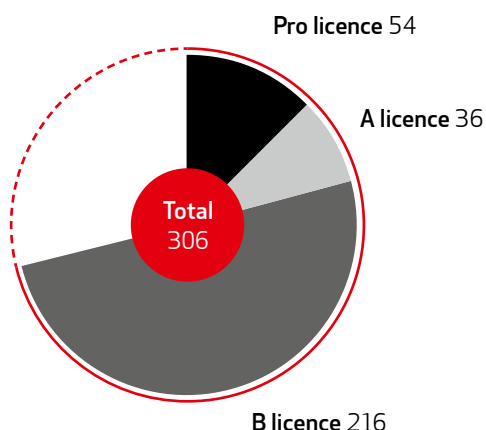
Twelve clubs (seven from the Bundesliga and five from the Bundesliga 2) made it into the top category with three stars. Eight clubs received two stars, five clubs received one. That the criteria applied was very exacting is reflected in the fact that 14 academies were awarded no stars whatsoever.

Certification was up for round two in 2010. 23 clubs took part, the majority of them eager to improve on their first result, having given considerable thought to the question of how best to achieve that. In May 2011, the DFL and DFB will publish a 'Best -Practice Handbook' to help the academies improve their rating. Although the system was not conceived to set of any process of competition between clubs, it nevertheless seems to have driven the academies to ever improve their performance. The DFL uses the results from certification to allocate funds from UEFA's Champions League Solidarity Fund (€7.5 million in 2009-10) earmarked to benefit the youth work of clubs not participating in the Champions League. A club can make over €300,000 per season on the back of a good academy. //

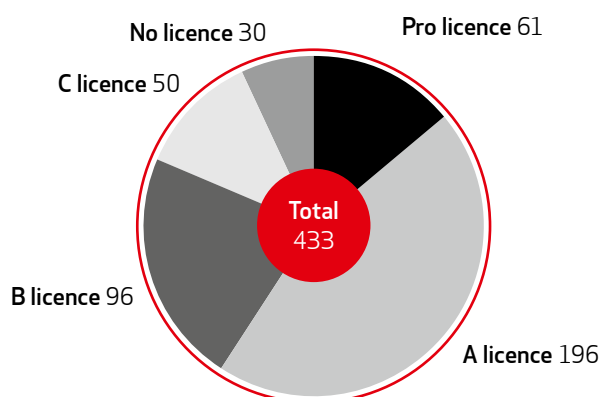
## Qualification of the 433 youth coaches in the academies


Bundesliga and Bundesliga 2 in the 2010-11 season

### Required state



### Actual state





Looking forward  
to positive results  
through certification –  
DFL Director  
Holger Hieronymus.

# “A RECIPE FOR SUCCESS”

Since the 2007-08 season the academies of the Bundesliga and Bundesliga 2 clubs have been certified by the DFL in collaboration with Double PASS. DFL Director Holger Hieronymus explains the advantages of this system.

**T**he certification of the academies has taken on a huge significance. How was it developed?

**HOLGER HIERONYMUS:** “It was a process. At the beginning, when setting up an academy was made compulsory for the clubs and joint stock companies of the Bundesliga and Bundesliga 2, parameters as to infrastructure and staffing were stipulated. When I arrived at the German Football League in 2005, the time had come following this initial stage to start thinking about options for improvement. So we sat down with the directors of the academies, and by the end of 2006 there was a general consensus that certification was an idea worth pursuing.”

*Who gave the impetus for the intro-*

*duction of certification?*

“Our colleagues from the German Football Association (DFB) approached us with an idea from Double PASS. The Belgian firm had developed a project which made possible the objective assessment of the work of the academies. Since it was specifically concerned with the youth side of the professional clubs, it came under the jurisdiction of the DFL. We have since adopted Double Pass’s model.”

*Was there a driving force who argued for the introduction of certification through Double Pass?*

“One of the pioneers was of course Rolf Rüssmann who, as Chairman of the Academies Committee until his sudden death in October 2009, deserves a lot

of credit that the quality of the academies has continually improved. Under his guidance the idea of certification was pitched to the clubs and discussed internally. We worked together on Double Pass’s tool. Some criteria were modified or dropped, others we added. The Belgians’ idea was finally adapted to reflect our requirements and suggestions. Double Pass named our certification ‘Foot Pass.’”

*The underlying idea of this kind of certification is basically quality control. Have the clubs’ attempts to come to terms with the topic of improving their processes increased noticeably since its introduction?*

“Views are exchanged to a much higher degree since the introduction of certification. Notes are being compared more closely. Previously, the only relevant criterion was how many young players made the leap from the academy to the first team. Today there are far more criteria against which the work of the academies can be measured.”

*Did the certification system with its categories of one star, two stars and a maximum of three stars increase competition amongst clubs?*

“We never intended to increase competition between clubs. It was the express wish of the clubs and joint stock companies not to encourage any kind of ‘top of the charts’ scenario of the 36 academies. Something which totally tallies with our ideas. Every club knows only its own result. However, we do register that results are exchanged, leading to a certain amount of ambition at individual academies. During the current round of certification, we noticed a heightened interest as to the results. Many academies want to improve in the next certification round. The fact that the results of an academy are transparent and easily understandable also means that the work they do is better appraised. Those in charge can be measured by their results. Certification has increased the value of the academies enormously, and is a recipe for success for all involved.” ❧



# A SHINING EXAMPLE OF SUCCESSFUL INTEGRATION

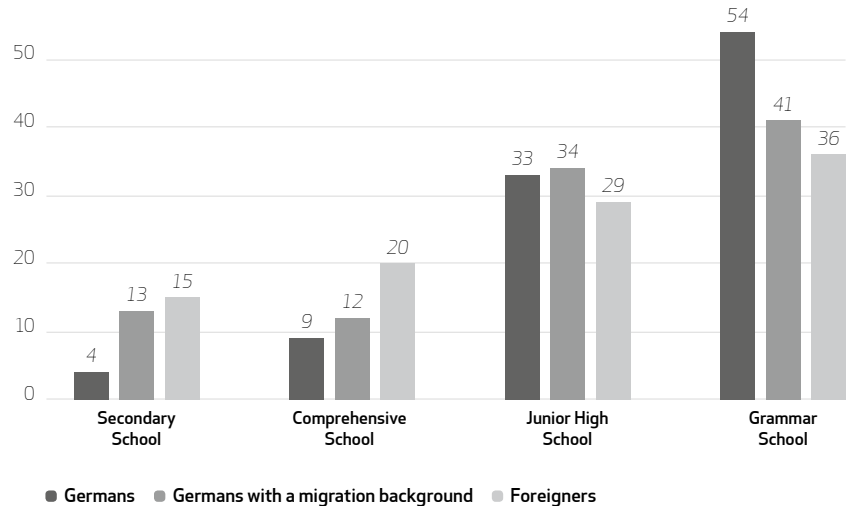
Young people from more than 80 countries play together in the academies. And integration just happens on its own, because, to the up-and-coming young players, the ability of their teammates to play good football is more important than their background or social status.

In a recent study, scientists from the European Business School's Faculties of Economics and Law (EBS) analysed the academies of the professional clubs. Their findings? The academies are a model of successful integration. "The Bundesliga with its academies is a very good and, still unnoticed, model of successful integration," says Professor Schmidt, in charge of the study. "Youngsters from different nationalities are thrown together in the academies by a mutual passion and a strong will to perform well, off the pitch as well."

Integration is lived in the academies of the 36 professional clubs. The attitudes of the youngsters promoted here are more open and tolerant, and prejudices against foreigners are less prevalent here than in the rest of the population. Foreign youngsters looked after here hail from around 50 countries. Add to that those with an immigrant background and you get roughly 80 countries that are represented here. The young players also strive to get better qualifications. The picture of footballers occasionally painted in the media of their primary interest lying in their sport, hardly applies to the academies. More than 50% of the German youngsters and 36% of the foreigners looked after in the academies attend a grammar school, compared to the national average of just 47% of Germans and 25% of young foreigners. As well as encouraging sport, a strong emphasis is placed on pedagogical support in the academies. 1,500 players from the academies were part of the survey, their average age 16 years. As a basis for comparison, 2,000 representatively selected German citizens were surveyed in May 2010. "I was amazed that integration proceeded so automatically and practically unnoticed," explains Dr Schmidt. "We then realised that success comes as the result of not shouting it from the rooftops, as it were." Not much is actually said about integration. It requires no elaborate concepts. The clubs and their employees take a very practical approach to their responsibilities.

## Educational qualifications Types of school attended by players from the academies (%)

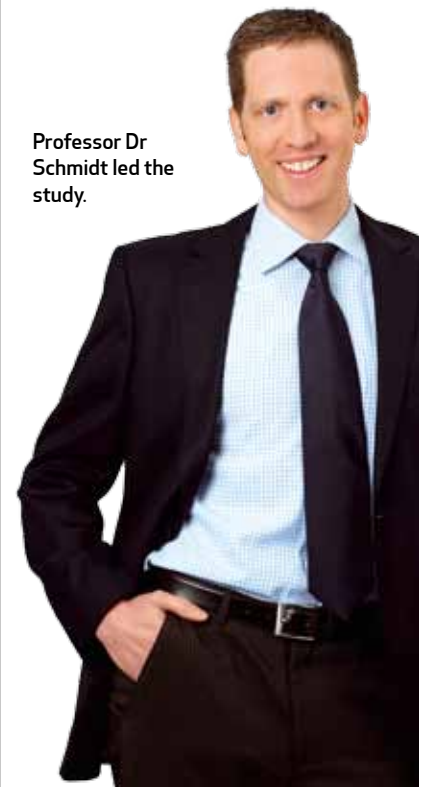
Study: 'Integration through professional football' (EBS, Faculties of Economics and Law)



The results of the study have sharpened the perception of the academies as vehicles for integration and raised awareness of the fact that the extraordinary emotional power of football is utilised to its full for an open society with more equal opportunities. The young footballers in the academies are more successful in getting to know their German peers than the reference group of the whole population. They are well integrated, with a European and international outlook. Also noteworthy is that identification (at over 70%) with German culture was also much more pronounced than in the control group.

For young foreigners and those with a migration background, football skills are more important than someone's origins, club affiliation or social status. Professor Schmidt: "The conclusion can be drawn that professional football helps to overcome boundaries often set by one's ethnic background, and at the very least allows these to be blurred."

Professor Dr Schmidt led the study.





Joy at shared success:  
Thomas Tuchel with Adam  
Szalai, a graduate of the  
VfB Stuttgart Academy.

# “EVERY PLAYER NEEDS INDIVIDUAL ATTENTION”

In 2009 Thomas Tuchel was promoted from coach of the U19s to head coach at 1. FSV Mainz 05. Here he explains why close contact between the professional department of the club and the academy is enormously important for the promotion of young talents.

BY THOMAS TUCHEL

At Mainz 05 the youth and first team setup is very closely linked and clearly structured. When we established the first team a year ago, we decided on a maximum of 21 or 22 players in the squad. There are 18 ‘seasoned’ professionals and three or four places are kept free for the most promising young players. A rotation of players occupying these places can take place every year or every other year. In the 2010-11 season they are occupied by Petar Sliskovic, Eugen Gopko and Jan Kirchhoff. On account of his development Kirchhoff will be placed with the 18 regulars in the 2011-12 season, and another such place will be given, for example, to Yunus Malli, who joined us from Mönchengladbach.

In keeping the squad small, we want to ensure that we give every professional the necessary appreciation. But, above all, our academy must be able to fulfil its own mission. It’s not about being given a certificate with three stars, it’s about educating the players for our own first team. In any case, it is an important signal to young players: we have three or four guaranteed places in the first team squad, so snap them up!

From an outsider’s point of view the decision to limit the number of places in the squad to 21 may seem brave. But among the coaching team we have always found that, every weekend, only 18 players come into contention for the team sheet, and barely ever more than that. That’s why we remain consistent and have set a crop of 18 players we want to have in the first team squad. The club saves on costs and youngsters get the best possible starting point from which to launch their careers. In my view, it’s important that every player knows and feels he has a real chance of playing. That goes for the young players in particular.

After having worked at the academy for a year myself, and knowing that the mutual bond of trust between myself and the two academy directors Volker Kersting and Stephan Hoffmann is extremely strong, I of course know every procedure inside out and know how much support is required from the professional side of the club. Close, regular and trusting contact is an essential mark of quality for an effective collaboration of the youth and professional areas. At Mainz this isn’t just done on paper, it’s a firm belief lived and proudly promoted by the club’s directors. Cooperation between the senior squad and the academy isn’t left to chance or people’s good intentions – there are clear standards of communication, with regular meetings taking place between the coaches and responsible administrators on both sides

An important instrument of this close co-operation is the ‘elite’ training, which my assistant coach and I conduct once a month for the best players from the U15s to the U18s. The U19 age group constantly has the opportunity of practicing with the U23s or even the senior squad. This ‘elite’ training means a lot to the younger players by way of being recognized, they see their participation as a reward. We coach these players, giving them specific tips and suggestions, thus enabling them to lose their inhibitions about working with the first team coaches. It’s the best way for us to get to know talented youngsters by name. There are roughly around 16 to 20 players and participation is rotated every month by the academy directors, although approximately 80% of the group stays the same. We first team coaches also make a point of watching the home games of the U19 and U17 teams as often as possible.

Since the era of Wolfgang Frank und Jürgen Klopp Mainz lives a certain football ethos, which is an immense help in our work. It allows us to make the most of our opportunities. In encompasses



Communication with young players, as here with Lewis Holtby, is a secret of success for Thomas Tuchel.

## Current first team coaches and managers who previously worked at an Academy

### Coaches

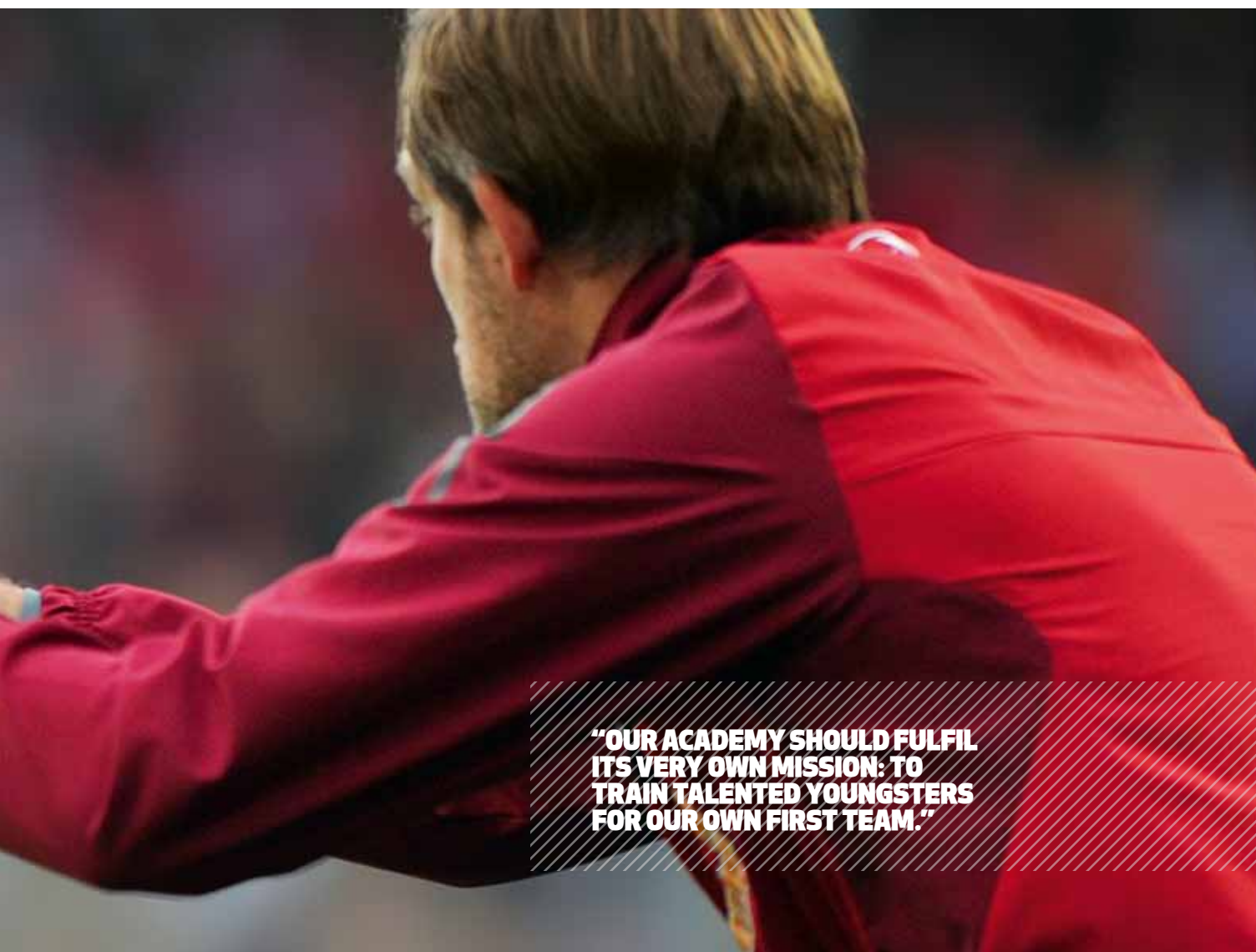
**Thomas Tuchel** 1. FSV Mainz 05  
**Andre Schubert** SC Paderborn 07  
**Marco Kurz** 1. FC Kaiserslautern  
**Michael Büskens** SpVgg Greuther Fürth  
**Frank Schäfer** 1. FC Köln  
**Rico Schmitt** FC Erzgebirge Aue  
**Norbert Meier** Fortuna Düsseldorf  
**Peter Hyballa** Alemannia Aachen  
**Theo Schneider** SC Rot-Weiß Oberhausen  
**Marco Pezzaiuoli** 1899 Hoffenheim

### Managers/Sporting Directors

**Helmut Schulte** FC St. Pauli  
**Ernst Tanner** 1899 Hoffenheim  
**Uwe Stöver** FSV Frankfurt 1899  
**Andre Schubert** SC Paderborn 07  
**Max Eberl** Borussia Mönchengladbach  
**Andreas Rettig** FC Augsburg

many of the club's training principles, and is lived right down to the different ages in the youth setup. The playing philosophy is malleable and can, to a certain extent be adapted to suit the current situation, but neither I nor any of the other coaches can turn things upside down here. The very first focus of our playing philosophy involves tenacious work against the ball. Defence training is ball-oriented, and involves a lot of running, and requires the right dose of aggression. It's a very energetic style, with the focus on acting, not reacting, even if the opposition is in possession. Mainz 05 basically favours a fundamentally British style of play: quickfire, fast-moving, aggressive and strong in the challenge. We have enriched these features with a strong emphasis on a flat passing game, so essentially a departure from using a lot of long-balls, with a constant attacking mentality. The aim is to get into the opponent's danger zone fast, with precise through-passes played at a very high tempo.

Training routines are geared towards this philosophy in our youth teams as well. Young players in the first team already know



**"OUR ACADEMY SHOULD FULFIL ITS VERY OWN MISSION: TO TRAIN TALENTED YOUNGSTERS FOR OUR OWN FIRST TEAM."**

what to do and don't go around worrying what the coaches might want from them. If we want to give our Mainz style an individual flair, they take up this challenge with a positive attitude. It is fundamentally important to us that training routines based on our football philosophy are transported to ALL the teams and not just used in the youth teams so that training isn't just a kind of occupational therapy. It is our responsibility to ensure that every player receives individual attention from the coach. It doesn't matter if you're 18 or 34. It is key to the development of players of all ages that they receive individual attention from the coach. The needs and motives of each player should be dealt with accordingly. It goes without saying that 18 or 19-year-olds should also receive the necessary care and attention, whilst at the same time putting just enough pressure on them as an incentive to enhance their performance. And again it is individual attention which plays a central role here.

Supporting the players also means you have to be capable of recognizing their limitations. Junior national team players

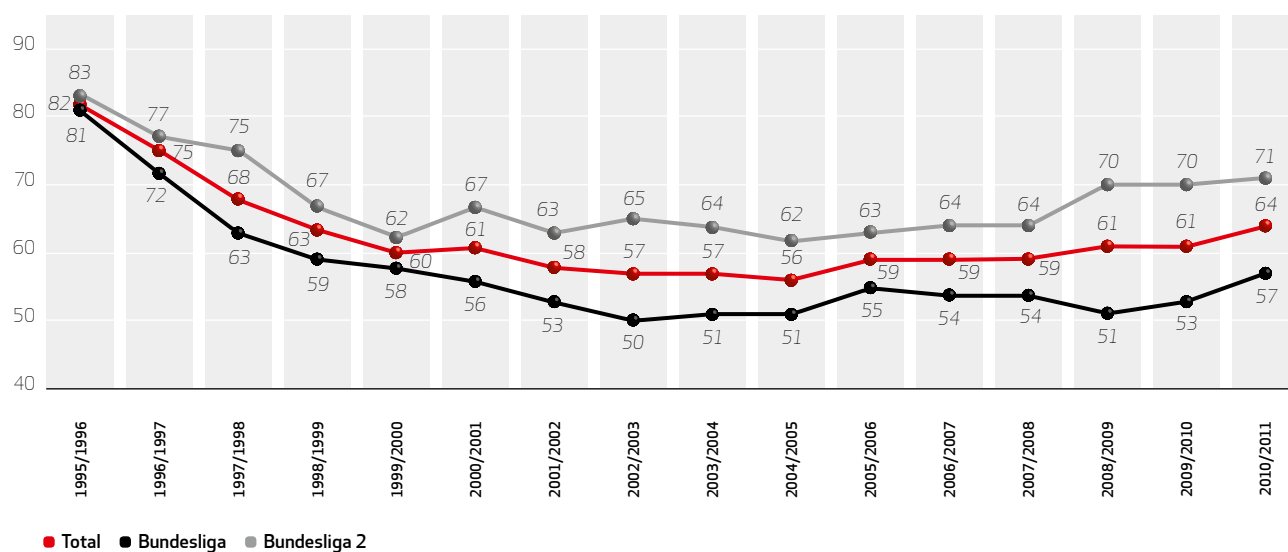
who train with us or with other squads, whilst trying to do their A levels at our partner school are often at their very limits. A post was created at the academy to help the players of all teams better managing their burdens. More often than not the scope and intensity of training will be reduced rather than increased. An important aspect of this is to ensure that players retain the joy and desire to play. We aim at ensuring that those who have been on the pitch several times a week from age ten still feel the same fire burning in them when they are eighteen, despite the pressures of practicing and coping with school. This is why the burden sometimes has to be reduced. Our aim is to bring young players into the first team squad as early as possible. Even if Mainz 05 had more financial muscle at its disposal, I wouldn't want to increase the size of the squad. I believe this is a reflex among coaches nowadays. You want to hedge your risks by signing another seasoned professional. I wouldn't want to increase the number of the squad, but there are still better players to be had. Funds could be invested not to broaden the base, but to improve at the top.



# FACTS AND FIGURES

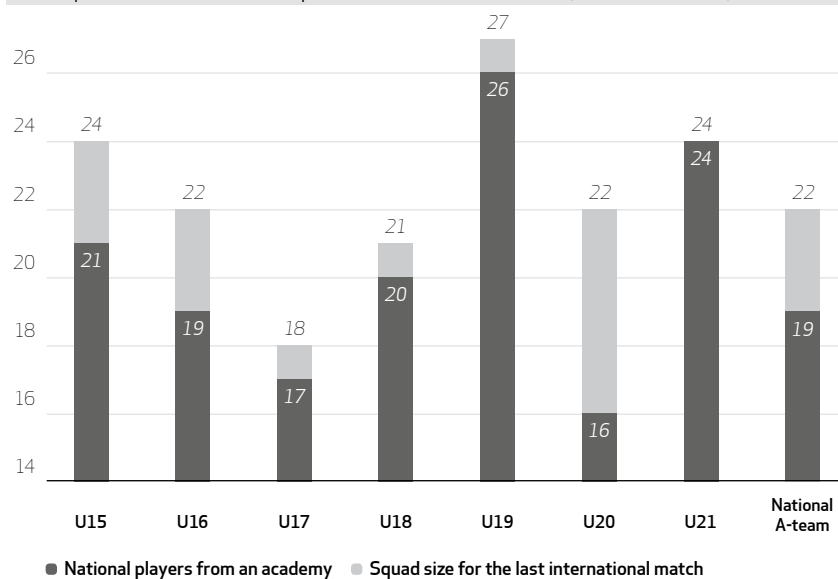
## Proportion of German players in the professional game

since the Bosman ruling



## National players from the academies

in comparison with the chosen squad for international matches (as at March 2011)



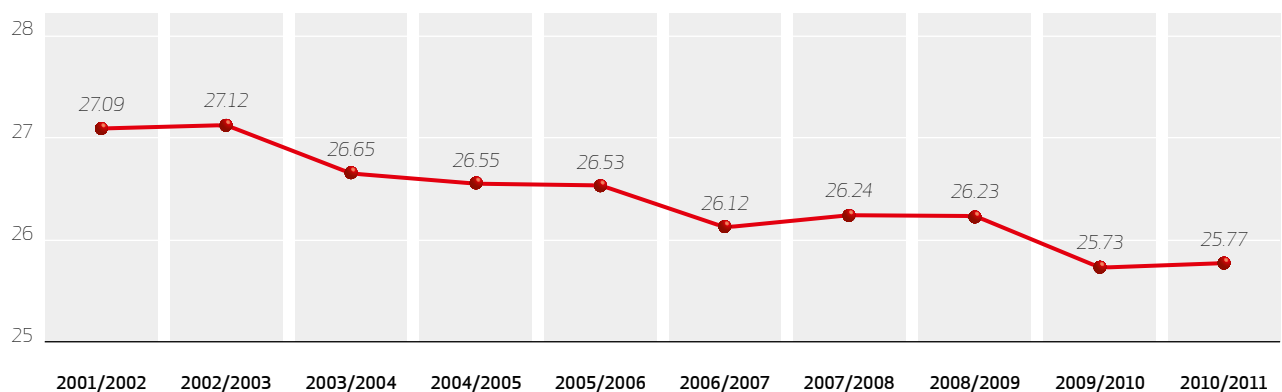


**Fountain of youth** In the last tens years the academies have ensured that a growing number of young players flooded into the Bundesliga. Coaches believe in these technically and tactically perfectly trained young talents. The average age of all players deployed in the Bundesliga has decreased by 1.32 years since the 2001-02 season. Alongside this the percentage of German players in the professional game has climbed. Since the vast majority of players at academies are from Germany, the choice of talented young German players has grown correspondingly. In 2002-03, a mere 50% of all Bundesliga players were German. This figure now stands at 57% and even at 71% in the Bundesliga 2. Just how good the education provided by the academies is, can be seen when you take a look at the German FA's squad of the national teams. From the under-age youth teams right through to the senior squad, the overwhelming majority of players are (or have been) trained at an academy.



## Average age of Bundesliga players since 2001/2002

in years





## Number of teams and players in 2010/2011

### Bundesliga

2010-2011	Teams	Players
U23s	18	362
U19s/18s	20	427
U17s	18	366
U16s	16	320
U15s	18	353
U14s	18	341
U13s	18	329
U12s	18	290
<b>Total</b>	<b>144</b>	<b>2,788</b>

### Bundesliga 2

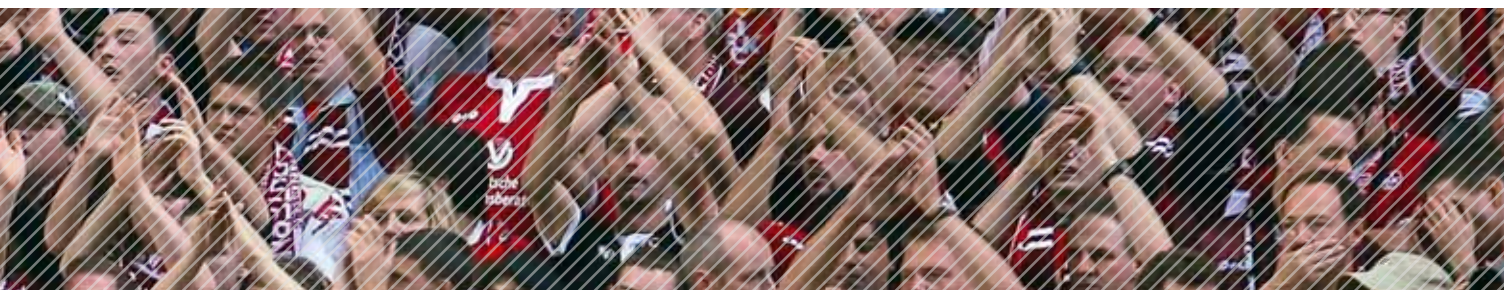
2010-2011	Teams	Players
U23s	17	348
U19s/18s	19	416
U17s	17	355
U16s	17	325
U15s	17	334
U14s	17	317
U13s	17	284
U12s	17	278
<b>Total</b>	<b>138</b>	<b>2,657</b>

### Licensed football

2010-2011	Teams	Players
U23s	35	710
U19s/18s	39	843
U17s	35	721
U16s	33	645
U15s	35	687
U14s	35	658
U13s	35	613
U12s	35	568
<b>Total</b>	<b>282</b>	<b>5,445</b>

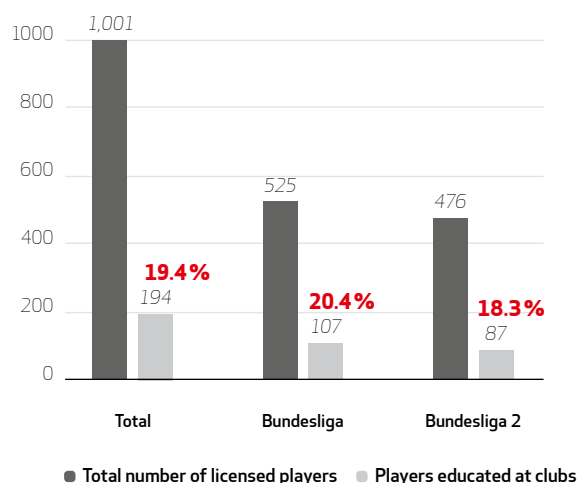


**Fully occupied** Currently there are 282 youth teams in the academies of the professional clubs, in which 5,445 young talents are trained. Young boys from the age of eleven to 22 are educated at the academies. Every club from the Bundesliga and Bundesliga 2 has to field a team from the U12s to the U23s. In the younger age groups up to the U15s these teams may only be formed by using players all born in the same year. In the U19s and U17s youth teams, it is possible to combine players from two years. Currently there are only 17 academies listed for the Bundesliga 2 as the youth academy of one of the clubs is still being set up.



## 'Local players' in licensed football

Professionals who play at clubs where they were educated



## 'Local players' in proportion to the total number of professional players

since the introduction of the local players' rule in the 2007/2008 season



**Home-grown players** Roughly 20% of players in German professional football represent the club where they were educated in the Bundesliga or Bundesliga 2. They are the so-called 'local players'. Three years ago this figure stood at only 15%. Now clubs set about picking more players from their own youth system. The proportion of these players is slightly higher in the Bundesliga than in the Bundesliga 2.





## Qualifications of coaches at the academies of the Bundesliga

	Full-time	Part-time	Pro	A licence	B licence	C licence	No licence	Total clubs
<b>Academy Sporting Director</b>	26	0	15	8	0	1	2	18
<b>Coach, U23s</b>	27	3	15	13	1	1	0	18
<b>Coach, U18s/19s</b>	20	10	15	12	1	2	0	18
<b>Coach, U16s/17s</b>	22	21	10	26	5	2	0	18
<b>Development coach, U14s/15s</b>	18	29	3	22	14	4	4	18
<b>Development coach, U12s/13s</b>	3	39	0	20	17	5	0	18
<b>Academy goalkeeping coach</b>	19	23	3	12	6	14	7	18
<b>Total</b>	<b>135</b>	<b>125</b>	<b>61</b>	<b>113</b>	<b>44</b>	<b>29</b>	<b>13</b>	<b>18</b>

## Qualifications of coaches at the academies of the Bundesliga 2

	Full-time	Part-time	Pro	A licence	B licence	C licence	No licence	Total clubs*
<b>Academy Sporting Director</b>	26	1	12	9	1	2	3	17
<b>Coach, U23s</b>	15	7	10	8	2	1	1	17
<b>Coach, U18s/19s</b>	14	10	1	19	3	1	0	17
<b>Coach, U16s/17s</b>	5	38	0	25	14	1	3	17
<b>Development coach, U14s/15s</b>	7	37	2	24	13	3	2	17
<b>Development coach, U12s/13s</b>	3	34	2	9	16	8	2	17
<b>Academy goalkeeping coach</b>	7	22	0	6	4	8	11	17
<b>Total</b>	<b>77</b>	<b>149</b>	<b>27</b>	<b>100</b>	<b>53</b>	<b>24</b>	<b>22</b>	<b>17</b>

\*17 clubs, since the youth academy of one of the clubs is still being set up.

## Qualifications of coaches at the academies of the licensed football clubs

Effective from: 2010/2011 season

	Full-time	Part-time	Pro	A licence	B licence	C licence	No licence	Total clubs*
<b>Academy Sporting Director</b>	52	1	27	17	1	3	5	35
<b>Coach, U23s</b>	42	10	25	21	3	2	1	35
<b>Coach, U18s/19s</b>	34	20	16	31	4	3	0	35
<b>Coach, U16s/17s</b>	27	59	10	51	19	3	3	35
<b>Development coach, U14s/15s</b>	25	66	5	46	27	7	6	35
<b>Development coach, U12s/13s</b>	6	73	2	29	33	13	2	35
<b>Academy goalkeeping coach</b>	26	45	3	18	22	22	18	35
<b>Total</b>	<b>212</b>	<b>274</b>	<b>88</b>	<b>213</b>	<b>97</b>	<b>53</b>	<b>35</b>	<b>35</b>

\*35 clubs, since the youth academy of one of the clubs is still being set up.



## Academy Directors in the clubs of the Bundesliga and Bundesliga 2

### Bundesliga

SV Werder Bremen  
 Borussia Dortmund  
 Eintracht Frankfurt  
 SC Freiburg  
 Hamburger SV  
 Hannover 96  
 1899 Hoffenheim  
 1. FC Kaiserslautern  
 1. FC Köln  
 Bayer 04 Leverkusen  
 1. FSV Mainz 05  
 Borussia Mönchengladbach  
 FC Bayern Munich  
 1. FC Nürnberg  
 FC St. Pauli  
 FC Schalke 04  
 VfB Stuttgart  
 VfL Wolfsburg

Dr Uwe Harttgen  
 Peter Wazinski  
 Armin Kraaz  
 Jochen Saier  
 Paul Meier  
 Jens Rehhagel  
 Bernhard Peters  
 Frank Lelle  
 Christoph Henkel  
 Jürgen Gelsdorf  
 Volker Kersting  
 Roland Virkus  
 Werner Kern  
 Rainer Zietsch  
 Joachim Philipkowski  
 Uwe Scherr  
 Thomas Albeck  
 Jens Todt

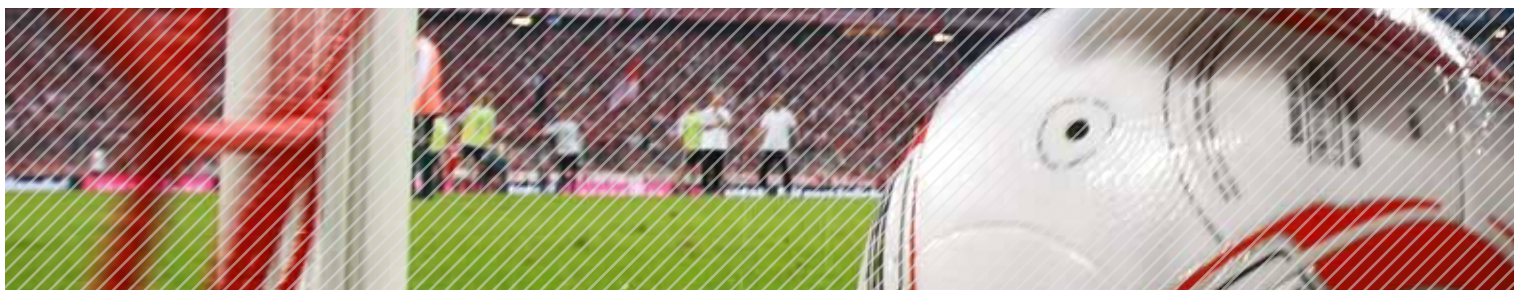
### Bundesliga 2

Alemannia Aachen  
 FC Erzgebirge Aue  
 FC Augsburg  
 Hertha BSC Berlin  
 1. FC Union Berlin  
 DSC Arminia Bielefeld  
 VfL Bochum 1848  
 FC Energie Cottbus  
 MSV Duisburg  
 Fortuna Düsseldorf  
 FSV Frankfurt 1899  
 SpVgg Greuther Fürth  
 FC Ingolstadt 04  
 Karlsruher SC  
 TSV 1860 München  
 SC Rot-Weiß Oberhausen  
 VfL Osnabrück  
 SC Paderborn 07

Eric van der Luer  
 Thomas Matheja  
 Florian Rensch  
 Frank Vogel  
 Hermann Andreev  
 Thomas Krücken  
 Jürgen Heipertz  
 Steffen Ziffert  
 Uwe Schubert  
 Markus Hirte  
 Uwe Stöver  
 Günter Gerling  
 Ronnie Becht  
 Edmund Becker  
 Jürgen Jung  
 Kai Timm  
 Heiko Flottmann  
 Jan-Moritz Lichte

**The best education** Currently 433 coaches work at the academies of the clubs in the Bundesliga and Bundesliga 2, looking after 5,445 young talents in 282 youth teams. 160 coaches are employed full-time at the club, and 273 work on a fee basis. In addition there are a total of 53 sporting directors at the academies. Clubs pay very close attention to the qualifications of their youth coaches. At present, there are currently 61 coaches with Pro licence working at the academies, and a further 196 have the A licence. Thus the academies exceed the number of top coaches as stipulated in the licensing regulations by 177 (54 Pro coaches and 36 A licence coaches). There are many ex-pros among the academy directors, of whom many are also former national team players and Bundesliga coaches.





**Young talent** Currently there are 275 layers in the squads of the 18 clubs of the Bundesliga who were all trained at an academy. This means that 52.4% of 525 players come from an academy. 107 players also play for the club where they were educated. All 275 players and the clubs from which they originated at a glance:

## FC BAYERN MUNICH



Holger Badstuber FC Bayern Munich II  
Diego Contento FC Bayern Munich II  
Thomas Kraft FC Bayern Munich II  
Philipp Lahm FC Bayern Munich II  
Thomas Müller FC Bayern Munich II  
Andreas Ottl FC Bayern Munich II  
Bastian Schweinsteiger FC Bayern Munich U19  
Mario Gomez VfB Stuttgart II  
Andreas Görlitz TSV 1860 München II  
Miroslav Klose 1. FC Kaiserslautern II  
Toni Kroos FC Hansa Rostock U19

## VFL WOLFSBURG



Tolga Cigerci VfL Wolfsburg U19  
Michael Schulze VfL Wolfsburg II  
Ashkan Dejagah Hertha BSC Berlin II  
Patrick Helmes 1. FC Köln U17  
Fabian Johnson TSV 1860 München II  
Alexander Madlung Hertha BSC Berlin II  
Sascha Riether SC Freiburg U19  
Marcel Schäfer TSV 1860 München II

## EINTRACHT FRANKFURT



Sebastian Jung Eintracht Frankfurt II  
Sonny Kittel Eintracht Frankfurt II  
Aykut Özer Eintracht Frankfurt U19  
Christoph Preuß Eintracht Frankfurt U19  
Andreas Rössl Eintracht Frankfurt II  
Marco Russ Eintracht Frankfurt U19  
Faton Toski Eintracht Frankfurt U19  
Ioannis Amanatidis VfB Stuttgart II  
Zlatan Bajramovic FC St. Pauli U19  
Ralf Fährmann FC Schalke 04 U19  
Marcel Heller Alemannia Aachen II  
Benjamin Köhler Hertha BSC Berlin II  
Alexander Meier Hamburger SV U19  
Patrick Ochs FC Bayern Munich II  
Markus Steinhöfer FC Bayern Munich II

## SV WERDER BREMEN



Onur Ayik SV Werder Bremen II  
Philipp Bargfrede SV Werder Bremen II  
Tim Borowski SV Werder Bremen II  
Aaron Hunt SV Werder Bremen U19  
Sebastian Mielitz SV Werder Bremen II  
Kevin Schindler SV Werder Bremen II  
Dominik Schmidt SV Werder Bremen II  
Pascal Testroet SV Werder Bremen II  
Lennart Thy SV Werder Bremen II  
Florian Trinks SV Werder Bremen II  
Felix Wiedwald SV Werder Bremen II  
Sebastian Boenisch FC Schalke 04 U19  
Torsten Frings Alemannia Aachen U19  
José-Alex Ikeng VfB Stuttgart II  
Marko Marin Borussia Mönchengladbach II  
Per Mertesacker Hannover 96 U19  
Predrag Stevanovic FC Schalke 04 U19  
Christian Vander Borussia Mönchengladbach U19  
Sandro Wagner FC Bayern Munich II  
Tim Wiese Bayer 04 Leverkusen II

## VFB STUTTGART



Ermin Bicakcic VfB Stuttgart II  
Daniel Didavi VfB Stuttgart II  
Patrick Funk VfB Stuttgart II  
Christian Gentner VfB Stuttgart II  
Raphael Holzhauser VfB Stuttgart II  
Julian Schieber VfB Stuttgart II (zzt. 1. FC Nürnberg)  
Alexander Stolz VfB Stuttgart II  
Serdar Tasci VfB Stuttgart II  
Christian Träsch VfB Stuttgart II  
Sven Ulreich VfB Stuttgart II  
Marc Ziegler VfB Stuttgart U19  
Cacau 1. FC Nürnberg II  
Stefano Celozzi FC Bayern Munich II  
Timo Gebhart TSV 1860 München II  
Martin Harnik SV Werder Bremen II  
Roberto Hilbert SpVgg Greuther Fürth U19  
Georg Niedermeier FC Bayern Munich II  
Matthias Schwarz FC Bayern Munich II

## BAYER 04 LEVERKUSEN



René Adler Bayer 04 Leverkusen II  
Gonzalo Castro Bayer 04 Leverkusen U19  
Benedikt Fernandez Bayer 04 Leverkusen II  
Fabian Giefer Bayer 04 Leverkusen II  
Kevin Kampf Bayer 04 Leverkusen II  
Stefan Reinartz Bayer 04 Leverkusen II  
Lars Bender TSV 1860 München U19  
Manuel Friedrich 1. FSV Mainz 05 U19  
Stefan Kießling 1. FC Nürnberg U19  
Simon Rolfes SV Werder Bremen II  
Sidney Sam Hamburger SV II  
Daniel Schwaab SC Freiburg II

## FC SCHALKE 04



Alexander Baumjohann FC Schalke 04 U19  
Julian Draxler FC Schalke 04 U19  
Tim Hoogland FC Schalke 04 U19  
Benedikt Höwedes FC Schalke 04 U19  
Levan Kenia FC Schalke 04 U19  
Joel Matip FC Schalke 04 U19  
Christoph Metzelder FC Schalke 04 U17  
Manuel Neuer FC Schalke 04 U19  
Christian Pander FC Schalke 04 II  
Mathias Schober FC Schalke 04 U19  
Lars Unnerstall FC Schalke 04 II  
Carlos Zambrano FC Schalke 04 U19 (zzt. FC St. Pauli)  
Christoph Moritz Alemannia Aachen U19  
Lukas Schmitz VfL Bochum II  
Albert Streit Eintracht Frankfurt U19

## 1899 HOFFENHEIM



Kevin Conrad 1899 Hoffenheim U19  
Pascal Groß 1899 Hoffenheim U19  
Mauel Gulde 1899 Hoffenheim U19  
Marco Terrazzino 1899 Hoffenheim U19  
Boris Vukcevic 1899 Hoffenheim II  
David Alaba FC Bayern Munich II  
Andreas Beck VfB Stuttgart II  
Marvin Comper Borussia Mönchengladbach II  
Jenas Grahl SpVgg Greuther Fürth II  
Daniel Haas Eintracht Frankfurt U19  
Matthias Jaissle VfB Stuttgart U19  
Sebastian Rudy VfB Stuttgart II  
Sejad Salihovic Hertha BSC Berlin II  
Josip Simunic Hamburger SV II  
Tom Starke Bayer 04 Leverkusen U19  
Tobias Weis VfB Stuttgart II

## BORUSSIA DORTMUND



Johannes Focher Borussia Dortmund II  
Daniel Ginczek Borussia Dortmund II  
Mario Götze Borussia Dortmund U19  
Kevin Großkreutz Borussia Dortmund Jugend  
Marc Hornschuh Borussia Dortmund II  
Uwe Hünemeier Borussia Dortmund II  
Florian Krinke Borussia Dortmund II  
Yasin Öztekin Borussia Dortmund II  
Nuri Sahin Borussia Dortmund U17  
Marcel Schmelzer Borussia Dortmund II  
Lasse Sobiech Borussia Dortmund II  
Marco Stiepermann Borussia Dortmund U19  
Sven Bender TSV 1860 München U19  
Markus Feulner FC Bayern Munich II  
Mats Hummels FC Bayern Munich II  
Antonio Da Silva Eintracht Frankfurt II  
Neven Subotic 1. FSV Mainz 05 II  
Nelson Valdez SV Werder Bremen II  
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## 1. FC KAISERSLAUTERN



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Steven Zellner 1. FC Kaiserslautern II  
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Taner Yalcin 1. FC Köln U19  
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Sebastian Freis Karlsruher SC II  
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Collin Benjamin Hamburger SV II  
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Heung-Min Son Hamburger SV U19  
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Marcell Jansen Borussia Mönchengladbach II  
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Frank Rost SV Werder Bremen II  
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Felix Burmeister Hannover 96 II  
Sofien Chahed Hannover 96 II  
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Tim Hofmann Hannover 96 II  
Morten Jensen Hannover 96 II  
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Sofian Chahed Hertha BSC Berlin II  
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Karim Matmour SC Freiburg II  
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Dominic Maroh 1. FC Nürnberg II  
Markus Mendler 1. FC Nürnberg U19  
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